

Occupational Hazards encountered by employees in Small Enterprises in Bengaluru

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Abstract

In today's industrial scenario we see that small industrial businesses are those struggling to follow all the safety mechanisms given in The Karnataka Factories Rules,1969.This is because post privatization its been observed that many small welding shops, car garages and two wheeler repair shops small eateries doing open air tandoor, tanning and treatment of leather, Dye manufacturers all employing five to twentyfive labourers fall under the employment in small businesses(as per 1955 Small Scale Industry Act not employing more than 50 workers) Today SSI is known as the MSME micro small and medium enterprises, falling under the purview of enterprises under the MSME Act of 2006.The sample size taken was 150 and simple random sampling was done. The areas taken for study were JC road, Tannery Town, Yeswanthpur, Yelahanka and Peenya Dasarahalli Industrial area. The research gap showed that regarding the nature of work using harmful chemicals, dyes, high risk machinery such as welding was a part of the job. Occupational safety was mandatory but was it enforced? Most of the smaller shops showed that medical facility was nil and all the protective gear was mostly compromised. Only bigger enterprises footed medical bills and provided basic protective gear for their employees. The research methodology consisted both primary and secondary data. The study was basically a primary data analysis. Conclusion indicates that providing basic protective gear for workers will go a long in saving life and limb from hazardous chemicals and accidents during work.

Keywords: Small businesses, micro units, occupational hazards, protective gear.

1.Introduction

The purpose of the study is related to the current economic situation which has seen small enterprises emerging abundantly in all wards of Bangalore

Importance: What has led to their sprouting up unabated despite many hurdles? They are important because they employ the illiterate and semi illiterate people

Area of study: Who are in need of sustenance? The areas selected for study were Yelankha, Yeswanthpur, J.C.Road, Peenya Dasarahalli, and Tannery road.

Sample size: The sample size was 150 and simple random sampling was carried out with a questionnaire designed.

Lacunae of the study: Though the government has enacted many regulations it's been seen that most of the safety and health measures have not been followed by almost all the sampled small business. Their main drawback was low turnover, labour absenteeism and labour attrition, lack of protective gear being the main drawback. So what was the condition of safety measures taken for the employees of small scale industries or micro units in Bangalore?.

Risk studies pertained to fire risk hazard, lack of protective gear and safety equipment. Risk hazards study may apply to all the risks taken in the workplace.

2.Review of Literature

1. According to A.I.K. Suraweera, Senanayake and Wijesinghe (2006) functioning safety committee was available in 5 (4.9%) industries while workers trained in occupational safety and first aid, were

present only in 18.6% and 23.5% of the factories respectively. Only 24 (23.5%) industries had a protocol developed to act in an emergency situation. Accidents were recorded only in 16 (15.7%) factories. Separate meal room and a changing room were available in 62.7% of the factories in Sri Lanka. This goes on to say that the safety measures in Sri Lanka industries fell short of demand.

2. Stig Vinberg 2020 in his article "Occupational Safety & health challenges in Small Scale Enterprises" (SSEs) said that taking SSEs as a group, involved extensive research which suggested there was a greater risk of an occupational accident happening when health & safety aspects were overlooked when compared to larger enterprises. The main problem was shortage of financial resources, manager's showing less interest in Occupational Safety & Health issues, failure of employee representation, insufficient Occupational Safety Hazards inspections and limited support from occupational health services and other human resource consultants. A major impediment for Occupational Safety Hazards for not investing in Small Scale Enterprises is due to the fact that all managers multitask work for long hours are stressed due to long working hours in the workplace.

3. Jeffery Spichett, Wallis -Long (2011) Small businesses are usually defined as an enterprise not involving manufacturing that employs 20 or fewer employees or a small manufacturing business that employs 100 or fewer. Small businesses are essential to the economy in every country, usually exceeding 90% of all businesses employing the masses. The expenditure incurred on occupational health was considered as a wastage of scarce resources putting the enterprise at stake.

3. Research gap

As the survey has indicated there is a large risk for the occupational safety of the employees working in the small enterprise such as machining fabricators candle making etc.,. Because of the tedious working hours in an unsafe environment unpaid low wages and working with many hazardous instruments, chemicals has all led to the question- are the small scale industries safe to work in?

Data Interpretation and Analysis

Table -1 Main occupational hazards pertaining to industry

Sl no	Sampled industrial units and sheds	No. of samples taken	Sampled shops			
			1	2	3	4
1	Yeshwathpur	50	20%	20%	05%	05%
2	Yelahanka	35	10%	10%	10%	05%
3	PeenyaDasarahalli industrial estate	35	10%	10%	10%	10%
4	J.C Road	15	5%	5%	-	05%
5	Tannery road	15	-	-	-	15%

Field Survey 2023 May

1. Welding shop –main risks are no protective gear for eyes and
2. Mechanic garages for two and four wheelers
3. Machinists and fabricators
4. Chemicals and dying agents

Table Analysis

The table above shows that most of the welding shops and mechanic garages are to be seen in the Yeswanthpur area in Yelahanka and PeenyaDasarahalli there was an equal distribution of welding shops mechanic garages Machinists and fabricators small businesses. While J.C Road had the lowest number of sampled mechanic garages and welding shops. In Tannery road only chemical and dying shops were seen.

Table -2 Samples where hazards taken

Sl no	Samples industrial units and sheds	Sampled no of respondents	Sampled areas	Samples where **hazards present	*Long working hours with no restroom or canteens,
1	Machinists and fabricators	50	Yeshwanthpur	60%	40%
2	Mechanic shops for two wheelers	35	J.C.Road	75%	26%
3	Textile mills	35	PeenyaDasarahalli industrial estate	40%	60%
4	Chemicals and dyeing agents	15	Tannery Road	60%	40%
5	Mechanical shops for four wheelers	15	Yelahanka	40%	60%

Field Survey 2023 May

- 1.*Drinking water facilities /restrooms
- 2.**Protective headgears
- 3.**Gloves and boots
- 4.**Insurance in case of accidents
- 5.** On the spot First aid.

Table analysis

The table above has shown us that the safety measures taken for occupational accidents and safety measures were found to be lacking in Chemical industrial units and engineering enterprises and mechanical sheds for four and two wheelers, compared to textile mills.

5.Limitation

The main limitation was more number of samples could have been collected but shortage of time was the main constraint.

6.Suggestion

1.Another critical area for research and hands on approach is looking at how the support system such as safety inspectors, occupational health services, business networks and company boards can help Small Scale Enterprises and their managers.

Conclusion

The working environment of small scale industries was found to be unsatisfactory. Detailed studies should be undertaken to assess the hazards in depth. Measures such as planning to improve the working environment and health of small scale industry workers are paramount because they represent a significant percent of the labor force in India.

7.References

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